

Suggestions from the IIFLT for increasing synergy with OD Team, IIF Coaching for OD Coaches

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Intent of IIF Coaching for OD Coaches: Ensure that coaches are provided with a basic understanding of Incident and Injury Free concepts in order to synergize with the OD program, and build IIF competencies with our Supervisors, Leaders and workforce.

IIF Coaching Components for OD Coaches

1. Why – Coaches should be able to express why people respond to “WHY” explanations rather than another task or duty and be able to point to places in the leadership role that can benefit from explaining “Why”.
2. Listen –Coaches should they themselves be fully competent with demonstrating IIF Behaviors for Building Trust: listen first, talk straight, demonstrate respect, create transparency, practice accountability, right wrongs, show loyalty, keep commitments, and extend trust. And be able to discuss and coach these behaviors with supervisors/ leaders.
3. Coaches will be invited to attend a Commitment Workshop.
4. Coaches should be able to utilize “seeds” for discussion topics (provided by the IIFLT, or generated from within the OD team) to enable supervisors/ leaders to have meaningful/ generative discussion with their direct reports and work groups related to:
 - a. Stop / Pause Work Authority and the 5 Steps of Stop Work Authority
 - b. Explaining “Why” – why is so important
 - c. The importance of building Relationships built with Trust...
5. Coaches should be able to lead a discussion about how supervisors and leaders are asking, “Tell me how you plan to get this task/ work accomplished”?
6. Get to know the OD Coaches and let them know it is a partnership!
 - a. Ask, “How would you like to receive feedback?”
 - b. Ask, “Are you aware of verbal and non-verbal communication from the other party?”
 - c. Make sure there is enough time dedicated to debriefing – after the OD Coaching session.
 - d. Ask, “Where do you think you used IIF Principles?”
 - e. Ask, “What could you have done differently?”
 - f. Ask, “Are you up for feedback?”
 - g. Ask, “What is your plan forward?”
7. Be prepared to declare that you are there for the best potential of the person and project. Hold themselves to a higher level.
 - a. Anything and IIF Coach says will be to move the individual forward only.
 - b.

These IIF Components should be acquired gradually. Ideally, planned as a monthly, or weekly, recurring meeting serving to check in with coaches (and based on their current coaching schedule) prior to OD coaching sessions in the field.

